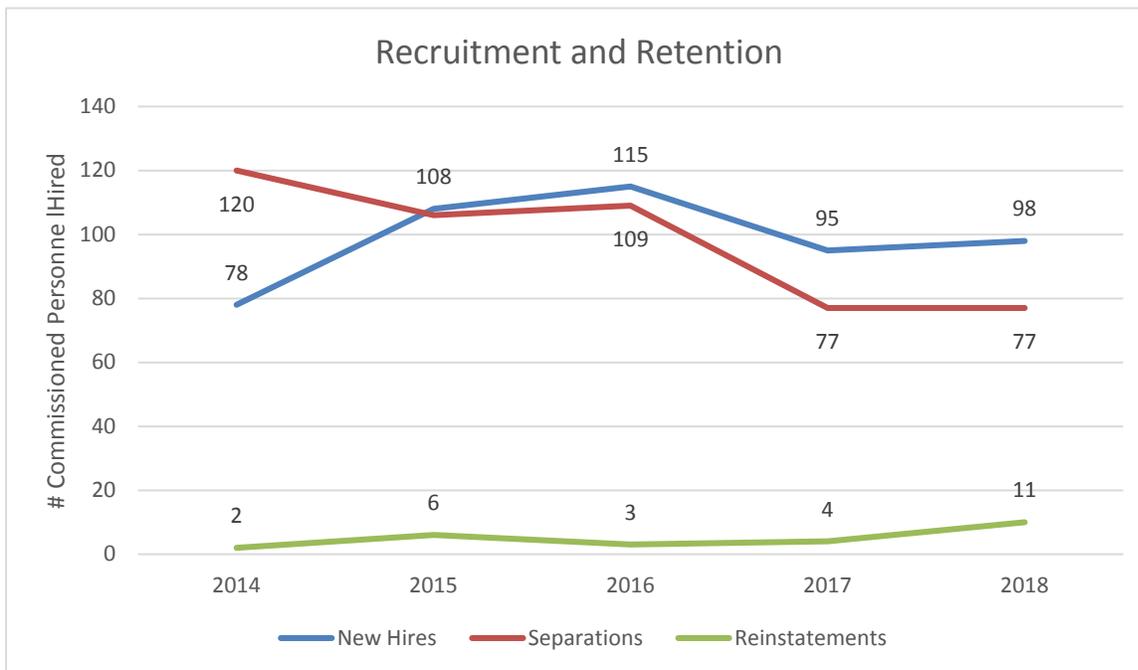


# Recruitment Annual Report - 2018

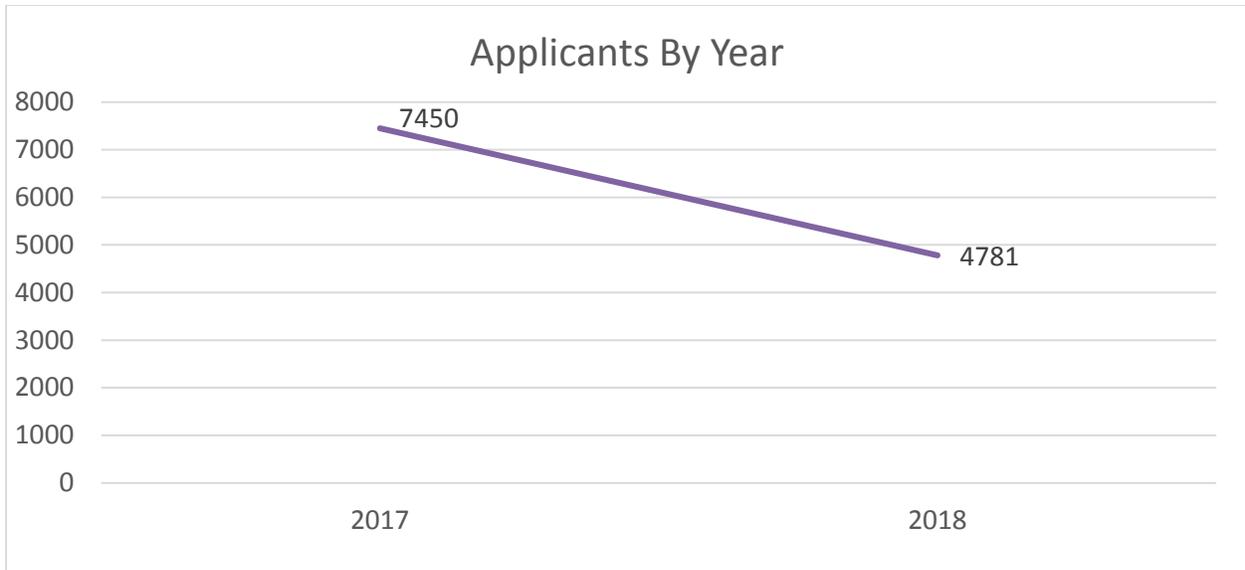
The Recruitment and Application Investigations Unit will annually report its recruiting activities and outcomes, including the number of applicants, interviewees, and selectees, and the extent to which the Recruitment Unit has been able to recruit applicants with needed skills, such as problem-solving abilities or fluency in Spanish or Vietnamese, and a discussion of any challenges to recruiting highly qualified applicants. [Consent Decree ¶244]

## Overview and Outcomes

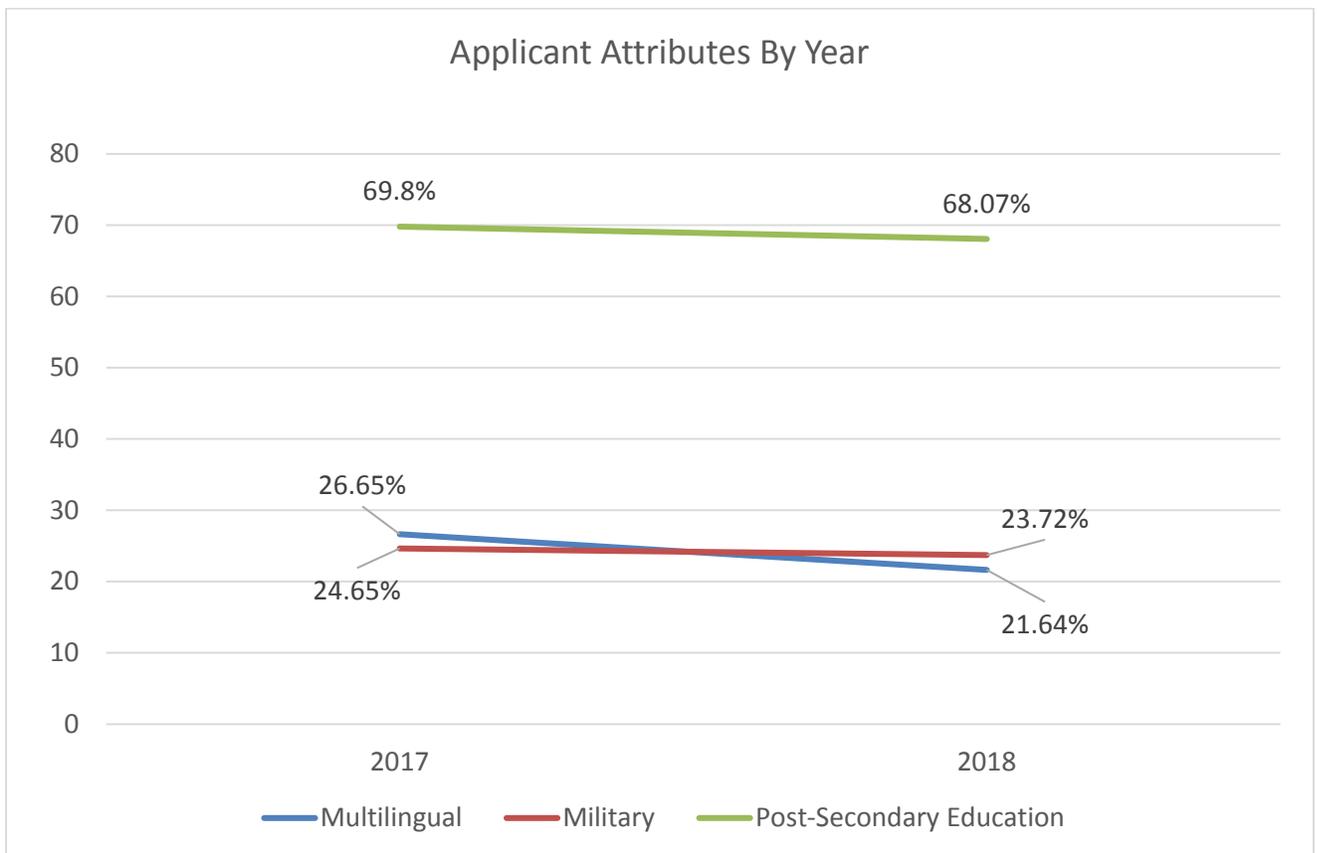
During 2018, NOPD experienced positive retention and an overall increase in the total number of officers for the year. The NOPD started three recruit classes in 2018: Class 183 began with 33 recruits in April; Class 184 began with 24 recruits in July; and Class 185 began with 30 recruits in November. The number of new recruits for the year allowed the NOPD to increase commissioned officer numbers for a third consecutive year. With the hiring of 98 new recruits, 11 reinstatements, and only 77 separations (1 deceased, 13 dismissals, 41 resignations, and 22 retirees), NOPD experienced its largest overall growth since the City hiring freeze in 2010.



NOPD received 4,781 applications in 2018, a 35.82% decrease from 7,450 received in 2017. Applications were received from all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, presenting NOPD with a diverse applicant pool.

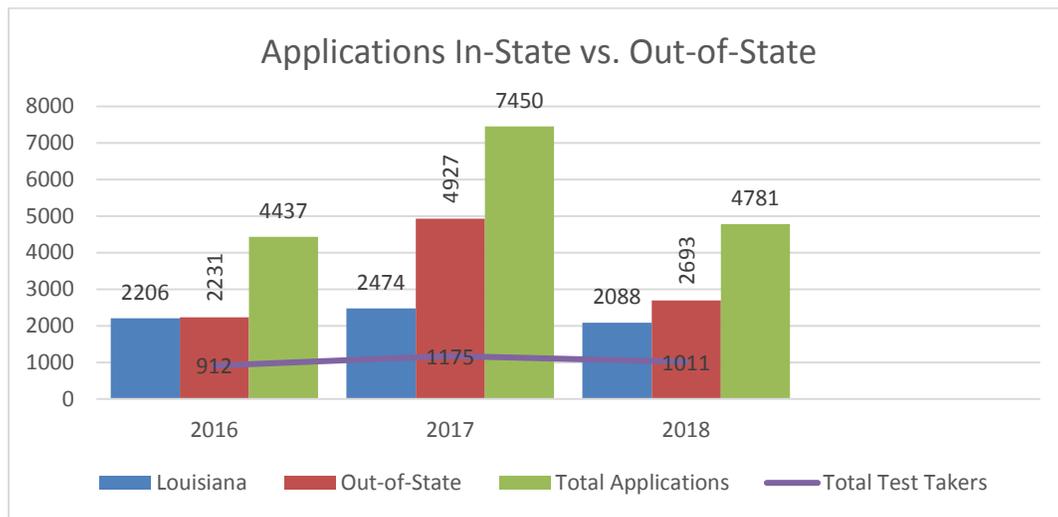


This pool of applicants consisted of 21.64% applicants who indicated multilingual status; 23.72% self-reporting military enlistment; and 68.07% reported some college attendance.



In 2017, NOPD expanded its efforts to hire officers with residence outside of Louisiana. This initiative was continued in 2018. City Civil Service administers two out-of-town, bundled testing events each month to allow applicants to travel to New Orleans for a comprehensive three-day

application testing process to cover all of the initial application stages. In addition to the bundled test sessions, a recruitment team traveled to Houston and El Paso, Texas to recruit applicants. Coupled with this Texas initiative, additional recruitment trips were held across the state of Louisiana. In 2018, 57% of the 4,781 applications came from outside of Louisiana. Compared to 2017, NOPD experienced an overall decrease in the number and percentage of applications received from non-residents of Louisiana. This decrease was attributed to a nearly three month break in advertising on social media and other digital sources. While the total, overall number of applicants decreased in 2018 by 64%, the number of actual test takers decreased by less than 10%. This was the result of the strong efforts put forth by the recruitment unit to nurture and develop interested applicants and guide them through the process.



NOPD also continues to put enhanced resources into processing both local and out-of-town applicants. At the request of NOPD, City Civil Service continued to host expanded entrance testing hours to include nights and weekends. Civil Service testing for the Police Recruit position is available Monday-Friday on a walk-in basis and on Wednesday evening and Saturday morning, by appointment. In close collaboration with City Civil Service and our partners at the New Orleans Police and Justice Foundation, NOPD continues to work toward the deployment of a digital exam. NOPD also hired four additional civilian background investigators to facilitate with vetting applicants.

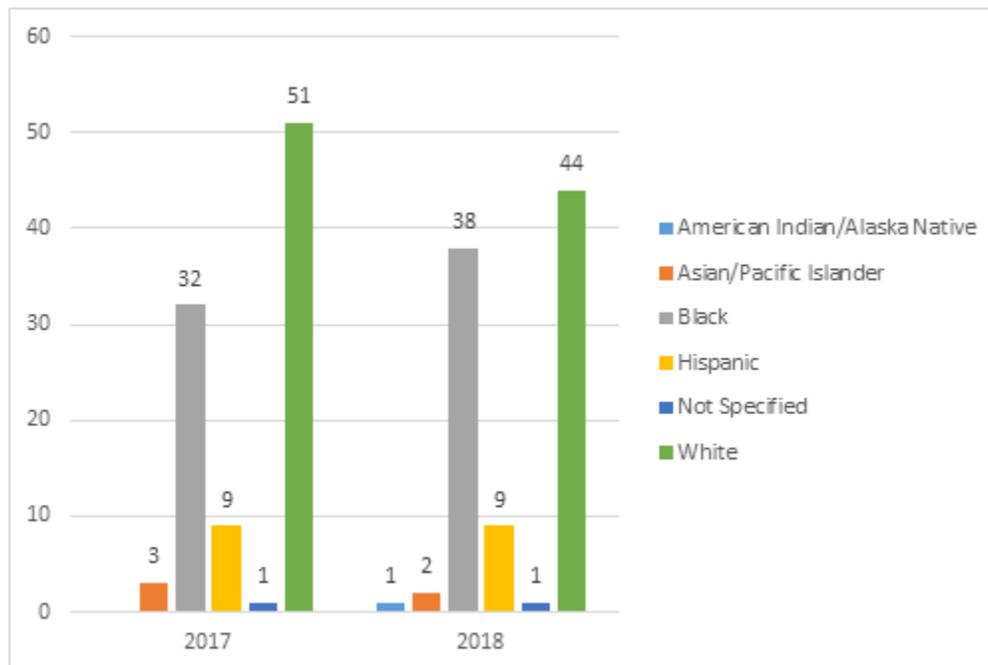
### **Recruiting Applicants with Needed Skills**

A balanced workforce that is representative of the community continues to be a priority for the NOPD. In 2016 NOPD launched its certified interpreter program, which provides an additional 5% pay supplement to any NOPD officers who are certified as fluent in either Spanish or Vietnamese and are willing to serve as interpreters for the department. This program has given the department a new tool for incentivizing the recruitment of individuals with foreign language skills, and NOPD was able to hire more applicants fluent in a foreign language than in any previous years in recent memory, including officers fluent in Vietnamese and Spanish.

NOPD has also continued to focus in-person recruitment efforts on local, post-secondary education institutions to attract more applicants with enhanced critical thinking and problem solving skills. NOPD visited 13 different colleges and universities in 2018, including Houston Community College - NE, University of Houston - Downtown, South Louisiana Community College, University of Louisiana at Lafayette, Northwestern State University, Central Michigan University (at Fort Polk), Upper Iowa University (at Fort Polk), and Southern University at New Orleans, Delgado Community College and Southeastern Louisiana University. The Department also participated in 41 career fairs, community fairs and private visits across both Louisiana and Texas. There were 157 self-reported indications that applicants learned of the NOPD police recruit position through a personal encounter with an NOPD recruiter or from NOPD’s participation at a college or career fair.

### **Recruitment Challenges**

At present, the NOPD workforce is comprised of 0.33% Vietnamese officers. Our ongoing efforts to hire Spanish and Vietnamese-speaking officers continues to present a challenge. Recruitment team members have begun to establish relationships with members of the Vietnamese community in eastern New Orleans as a means recruit prospective Vietnamese officers to aide in our service to the community. We are committed to strengthening relationships with the Vietnamese and Hispanic communities to improve recruitment efforts with these communities. NOPD is committed to understanding and overcoming the language barriers and cultural sensitivities critical to providing quality service to all members of the community we serve. See below for a chart depicting the racial demographics of NOPD recruits in 2017 and 2018.



Nationwide, the law enforcement profession has continued to be male dominated. In 2017, the NOPD noted that 72% of the individuals hired identified themselves as male while 24% identified themselves as female. In 2018, 81% identified themselves as male while 14% identified themselves as female.

For 2019, the Recruitment Section intends to make strong efforts to attract quality individuals who possess a desire to serve the citizens of New Orleans and a passion to serve the community as a whole. While our overall recruiting message will not change, we will focus on those areas that will continue to diversify our workforce and help our department be representative of the community in which we serve. We hope to accomplish this through targeted recruiting, the intern program, and the cadet and police explorers' program.